



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, DC 20350-2000

IN REPLY REFER TO

OPNAVINST 4700.39
N43
23 Jun 00

OPNAV INSTRUCTION 4700.39

From: Chief of Naval Operations

Subj: NAVY AFLOAT MAINTENANCE TRAINING STRATEGY (NAMTS)
MANAGEMENT POLICY

Ref: (a) OPNAVINST 4700.7J, Maintenance Policy for Naval Ships
(b) CINCPACFLTINST 4700.5/CINCLANTFLTINST 4700.1
(c) CNO ltr 4700 Ser N431E/8U593168 of 29 May 98 (NOTAL)
(d) NAVPERS 18068F, Volume II (NECs)
(e) OPNAVINST 1560.10A, Administration of the Navy's National Apprenticeship Program

1. Purpose. To establish policy and responsibilities for training Sailors in core maintenance skill areas considered essential to sustaining organic maintenance capability during forward deployed ship operations.

2. Discussion. Reference (a) provides guidance on maintenance policy for U.S. Navy ships including the training role of the shore intermediate maintenance facilities. Reference (b) addresses the Navy Afloat Maintenance Training Strategy (NAMTS) and Job Qualification Requirement (JQR) management.

3. Background. Individual Sailor proficiency is essential to Battle Force self-sufficiency in core maintenance skills. NAMTS is a manning and training program that provides an integrated approach to both maintenance and training. This strategy ensures that Fleets will receive quality-trained Sailors with journeyman-level expertise able to fully support Battle Force Intermediate Maintenance Activity (BFIMA) requirements. NAMTS' proficiency-based training will be gained during a Sailors' tour ashore at intermediate and depot level maintenance activities. Upon successful completion of skill-related JQRs, Sailors will be awarded BFIMA Navy Enlisted Classification (NEC) codes associated with follow-on sea duty assignments. NAMTS-skill training at intermediate and depot level maintenance activities provides beneficial shore duty and career development opportunities for Sailors. It requires no additional billets beyond those required to support desired sea / shore rotation objectives. NAMTS additionally benefits Sailors by providing them the opportunity to receive industry recognized certifications, including U.S. Department of Labor journeyman certification, via the United Services Military Apprenticeship Program (formerly the Navy National Apprenticeship Program) managed by the Chief of Naval Education and Training.

4. Scope. This instruction applies to all active and reserve ships of the United States Navy, except civilian-operated ships assigned to the Military Sealift Command. This instruction also applies to non-aviation Intermediate and Depot level maintenance activities and to other activities with BFIMA/NAMTS Life Cycle Management responsibilities.

5. Policy

a. Reference (c) previously validated training as the primary mission of Shore Intermediate Maintenance Activities (SIMAs). This directive reaffirms that the primary purpose of the SIMA is to train Sailors. Prioritization of training as a primary role is intended to ensure that the Navy maintains the skills and capability needed to effect repairs to our ships during forward-deployed operations. NAMTS/BFIMA skill training is conducted as an integral part of the SIMA production process and is consistent with the objective to efficiently utilize the Navy's organic (in-house) training sources and infrastructure.

b. Training will be provided for in-service skill proficiency of the NAMTS/BFIMA skills. Rating knowledge training typically associated with formal Navy training and training supported by command training programs is not a responsibility of this program.

6. Responsibilities

a. Chief of Naval Operations (CNO)

(1) CNO (N43) is the CNO staff point of contact for NAMTS. CNO (N43) will coordinate with Fleet Commanders in Chief (CINCs) to provide oversight and direction and to ensure the program is fully executed.

(2) CNO resource sponsors (N42, N85, N86, N87, and N88) will review and approve Required Operational Capabilities (ROC) and Projected Operational Environment (POE) modifications to incorporate elements necessary for alignment of ship manpower requirements with NAMTS/BFIMA skills.

(3) CNO (N12) will provide technical support and guidance on manpower policy issues and in the development and updating of NECs for NAMTS skills in accordance with reference (d).

b. Fleet CINCs. The Fleet CINCs shall:

(1) Coordinate with Commander, Naval Sea Systems Command (COMNAVSEASYS COM), Type Commanders, Regional Maintenance Center Commanders, and intermediate and depot level maintenance activities for training, resources, and roles in support of NAMTS/BFIMA skill training.

(2) Provide direction to Type Commanders and Regional Maintenance Commanders to ensure maintenance personnel are JQR qualified to perform work and establish and monitor adherence to NAMTS/BFIMA training cycle performance standards.

(3) Maintain a standard policy for administering the NAMTS program for both Atlantic and Pacific fleets.

(4) Monitor NAMTS program execution and BFIMA qualifications to ensure:

(a) Adequate JQR qualified personnel are being produced and are available to fill BFIMA NEC billets afloat.

(b) Proper training throughput and manning to meet sea/shore rotation requirements.

(c) Compliance with guidance provided by reference (b), which provides specific direction to intermediate and depot level maintenance activities regarding their NAMTS and BFIMA roles and responsibilities.

(d) Skill training consistency is an integral part of regional maintenance programs.

(e) Skill retention of JQR qualified Sailors.

(f) Return on investment through improved operational and material readiness of afloat units.

(5) Ensure Fleet feedback is provided as a basis for future JQR modifications and/or development.

(6) Provide the opportunity for NAMTS/BFIMA Sailors to participate in the United Services Military Apprenticeship Program in accordance with guidelines provided in reference (e).

c. COMNAVSEASYSCOM. COMNAVSEASYSCOM shall:

(1) Coordinate training materials related to NAVSEASYSCOM cognizant JQRs in support of NAMTS/BFIMA skills.

(a) Conduct task analysis, develop learning objectives and identify training requirements necessary to support JQRs.

(b) Develop, review, standardize, maintain, and make available training materials to support NAMTS/BFIMA JQRs.

(2) Provide Life Cycle Management (LCM) for NAMTS/BFIMA Job Qualification Requirements (JQRs).

- (a) Maintain accuracy of JQRs and ensure availability.
- (b) Coordinate proposed JQR changes with CNO (N43) and Fleet CINCs.
- (c) Develop new JQRs as directed by CNO (N43) and Fleet CINCs.
- (d) Develop, distribute, and maintain the JQR Implementation Guide.
- (e) Plan and execute JQR revisions and/or development based on ship system modifications, upgrades, or new acquisitions in coordination with CNO (N43) and Fleet CINCs.

(3) Provide Life Cycle Management (LCM) for the Qualification Tracking Management System (QTMS).

- (a) Develop and coordinate proposed QTMS, enhancements, and upgrades with CNO (N43) and Fleet CINCs.
- (b) Provide an automated information system that will keep CNO (N43), Fleet CINCs, and their activities apprised of NAMTS/BFIMA training throughput, performance outcomes, and trends.
- (c) Ensure the system meets the goals and objectives of the Navy Enterprise Data Model.
- (d) Provide data that enables tracking of NAMTS program elements.

(4) Develop and modify through the Navy Enlisted Occupational Classification System (NEOCS) process NAMTS/BFIMA Navy Enlisted Classifications (NECs) as directed by CNO (N43) and Fleet CINCs.

(5) Provide Sailor maintenance skill training in accordance with NAMTS/BFIMA requirements and as directed by CNO (N43) and Fleet CINCs.

(6) Provide technical and logistical support to CNO (N43) and Fleet CINCs required to ensure successful execution of the NAMTS program.

A. W. Lengerich
By direction

Distribution:

SNDL A5 (Chief of Naval Personnel)
21A (Fleet Commanders-in-Chief) (CINCLANTFLT and CINCPACFLT, only)
23 (Force Commanders)
24D (Surface Force Commanders)
26U2 (Commander, Southwest Regional Maintenance Center PAC)
FKA1G (Sea Systems Command)
FKA1A (Air Systems Command)
FKP7 (Shipyard)
FT1 (Commander Naval Education and Training)
FJA10 (Commanding Officer, Navy Manpower Analysis Center)

OPNAV (N1, N12, N13, N42, N85, N86, N87, N88)